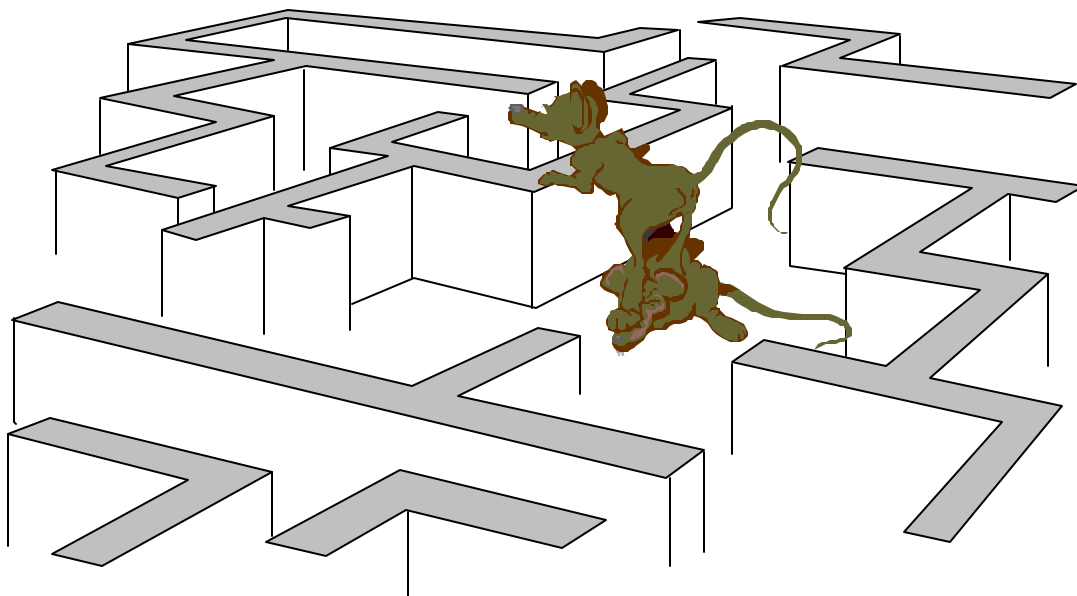


WORKFORCE INVESTMENT ACT
TITLE I-B DISLOCATED WORKERS
PERFORMANCE MEASURE
TECHNICAL ASSISTANCE GUIDE



Developed By:
State Of Wisconsin
Division of Workforce Solutions
Bureau of Workforce Programs
Workforce Policy Development Section
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Workforce Investment Act Title I-B Dislocated Worker Program Performance Measures Technical Assistance Guide

Performance Measures

Dislocated Worker – A dislocated worker is an individual who meets any one of the following definitions and who received services funded by Workforce Investment Act (WIA) dislocated worker funds:

A “dislocated worker” is an individual who:

1. has been terminated or laid off, or who has received a notice of termination or layoff from employment, and
 - a. is eligible for or has exhausted entitlement to unemployment compensation; or
 - b. has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center, attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that was not covered under a State unemployment compensation law; and
 - c. is unlikely to return to a previous industry or occupation;
2. has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise;
3. is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or for purposes of eligibility to receive services other than training services, intensive services or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close;
4. was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters;
5. is a displaced homemaker. A “displaced homemaker” is an individual who has been providing unpaid services to family members in the home and who:
 - a. has been dependent on the income of another family member but is no longer supported by that income; and
 - b. is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

Dislocated Worker Performance Measures

1. Entered Employment Rate,
2. Employment Retention Rate,
3. 6 Months Earnings Replacement Rate, and
4. Employment and Credential Attainment Rate.

Negotiated Levels of Performance

The Department of Workforce Development (DWD) successfully completed its Program Year (PY) 2003-04 performance negotiations with the U.S. Department of Labor (U.S. DOL) in June 2003. The state's negotiated levels for each of the dislocated worker performance measures are in the table below.

WIA Requirement At Section 136 (B)	U.S. DOL GPRA	Performance Goals	
		PY03	PY04
Entered Employment Rate	78%	78%	80%
6-Months Retention in Unsubsidized Employment	88%	88%	90%
6-Months Earnings Replacement Rate	98%	95%	95%
Attainment of Educational or Occupational Skills Credential		64%	65%

Common Exclusions from Performance Measures

Participants who exit from services because they are incarcerated; institutionalized; deceased; have a health/medical condition that prevents them from participating in services; or are military reservists called to active duty and choose not to return to WIA, are excluded from the measures. Because this exclusion applies to every measure it is not repeated for each measure. To date, the Division of Workforce Solutions (DWS) has not received confirmation from U.S. DOL that this exclusion can be expanded to exiters who fall into any of these categories during the first quarter after exit.

Report this information as follows:

1. Manage Program Exits
2. Enter Exit Date
3. Select the appropriate item under Title 1 – Exit Reasons Other Than Completion

Supplemental Data Sources

UI Wage Records are the source of pre- and post- program employment data used to determine performance. DWD also uses the Wage Record Interchange System (WRIS) to check other states' UI records for earnings. WIA allows for the use of supplemental data sources to report earnings derived from self-employment, military service, farming and other employment situations not captured in the UI wage record system. DWS has proposed a policy and process for collecting this data and using it to compute the performance measures. Our goal is to implement a reporting process in ASSET in PY04. To the extent possible, this data will be incorporated into PY03 performance results, through a non-automated data collection and reporting process.

Revised May 2004

There are indications that the U.S. DOL's position regarding the use of supplemental data sources for employment and earnings information may change under WIA reauthorization. Once the details are known, DWS will modify its policies and procedures accordingly.

Policy References

U.S. U.S. DOL TEGL 7-99: Core and Customer Satisfaction Performance Measures for the Workforce Investment System. Published March 3, 2000.

WIA Title 1 Performance Measure Map:

http://www.dwd.state.wi.us/dws/staff/technical_assistance/technical_assistance_guides.htm

Enhancing Performance for Adults & Dislocated Workers (*This material was produced by Social Policy Research Associates for the Performance Enhancement Conference in March, 2004.*)

http://www.dwd.state.wi.us/dwdwia/wia/wia_questions_answers.htm

Dislocated Worker Performance Measures

1. *Entered Employment Rate*

What is this Measure?

The number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit during the quarter.

Who is Included in this Measure?

All dislocated workers.

Who is Excluded from this Measure?

Dislocated workers who exit for one of the common exclusions listed on page two.

What Definitions Apply to this Measure?

Employed at Registration - An individual employed at registration is one who, during the seven consecutive days prior to registration, did any work at all as a paid employee, in his or her own business, profession or farm, worked 15 hours or more as an unpaid worker in an enterprise operated by a member of the family, or is one who was not working, but has a job or business from which he or she was temporarily absent because of illness, bad weather, vacation, labor management dispute, or personal reasons, whether or not paid by the employer for time off, and whether or not seeking another job.

Not Employed at Registration - An individual who does not meet the definition of employed at registration.

Employed in Quarter After Exit Quarter - The individual is considered employed if UI wage records for the quarter after exit show earnings greater than zero.

When is this Measured?

This is an EXIT measure. It is measured in the first quarter after exit. For example, if a participant exits any time from July 1 – September 30, the first quarter after exit is October 1 – December 31.

What Needs to be Reported in ASSET?

1. Manage Program Exits
2. Enter Exit Date
3. Enter Title 1 Exit Reason, if applicable

Note: Employment in the first quarter after exit does not have to be with the same employer. The individual is considered employed if UI wage records for the report period show earnings greater than zero. Employment confirmation is obtained through the UI wage record cross match.

Revised May 2004

Effective July 1, 2004, acceptable supplemental wage data sources will also be used. If a participant's employment status is confirmed through supplemental wage data, that individual will be included in this performance measure.

2. *Employment Retention Rate*

What is this Measure?

The number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit during the quarter.

Who is Included in this Measure?

- Dislocated workers who are employed in the first quarter after exit.
- Dislocated workers who are employed in the third quarter after exit.

Who is Excluded from this Measure?

Dislocated workers who are not employed in the first quarter after exit.

What Definitions Apply to this Measure?

There are no special definitions for this measure.

When is this Measured?

This is an EXIT measure. It is measured in the third quarter after exit. For example, if the participant exits any time from July 1 – September 30, the third quarter after exit will be April 1 – June 30 of the following year.

What Needs to be Reported in ASSET?

1. Manage Program Exits
2. Enter Exit Date
3. Enter Title 1 Exit Reason if applicable

Note: Employment in the first and third quarters after exit does not have to be with the same employer. The individual is considered employed if UI wage records for the report period show earnings greater than zero. Employment confirmation is obtained through the UI wage record cross match.

Effective July 1, 2004, acceptable supplemental wage data sources will also be used. If a participant's employment status is confirmed through supplemental wage data, that individual will be included in the performance measure.

3. 6 Months Earnings Replacement Rate

What is this Measure?

Total post-program earnings (earnings in second and third quarters after exit) divided by the pre-dislocation earnings (earnings in second and third quarters prior to dislocation).

Who is Included in this Measure?

- Dislocated workers who are employed in the first quarter after exit.
- Dislocated workers who are employed in the third quarter after exit.

Who is Excluded from this Measure?

Dislocated workers who are not employed in the first quarter after exit.

What definitions apply to this Measure?

Qualifying Dislocation Date - The last day of employment at the dislocation job. If there is no date of dislocation, the date of registration will be used instead.

Pre-program Earnings - The total earnings from all employment for the second and third quarters prior to program registration.

When is this Measured?

This is an EXIT measure. It is measured in the second and third quarters after exit and the second and third quarters prior to dislocation. If there is no date of dislocation or if the date of dislocation is after registration, we will use the second and third quarters prior to registration. Because earnings in the quarter prior to dislocation often include severance pay or reduced hours, the second and third quarters prior to dislocation are used for this measure.

What Needs to be Reported in ASSET?

1. Manage Program Exits
2. Enter Exit Date
3. Enter Title 1 Exit Reason, if applicable

Note: Employment in the first and third quarters after exit does not have to be with the same employer. The individual is considered employed if UI wage records for the report period show earnings greater than zero. Employment confirmation is obtained through the UI wage record cross match.

Effective July 1, 2004, acceptable supplemental wage data sources will also be used. If a participant's employment status is confirmed through supplemental wage data, that individual will be excluded from the performance measure.

4. Credential Attainment Rate

What is this Measure?

The number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exit during the quarter.

Who is Included in this Measure?

- Dislocated workers who received training services as defined below, **and** Were employed in the first quarter after exit.

Who is Excluded from this Measure?

- Dislocated workers who do not receive training services as defined below.
- Dislocated workers not employed in the first quarter after exit.

What Definitions Apply to this Measure?

Credential - Nationally recognized degree or certificate or State/locally recognized credential. Credentials include, but are not limited to, a high school diploma, GED or other recognized equivalents, post-secondary degrees/certificates, recognized skill standards, and licensure or industry-recognized certificates. States should include all State Education Agency recognized credentials. In addition, States should work with local Workforce Investment Boards to encourage certificates to recognize successful completion of the training services listed below that are designed to equip individuals to enter or re-enter employment, retain employment, or advance into better employment.

Training Services - Include WIA-funded and non-WIA-funded partner training services. These services include: occupational skills training, including training for nontraditional employment; on-the-job training; programs that combine workplace training with related instruction, which may include cooperative education programs; training programs operated by the private sector; skill upgrading and retraining; entrepreneurial training; job readiness training; adult education and literacy activities in combination with other training; and customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of training.

Training Services - One or more courses, or classes, or a structured regime, that upon successful completion, leads to:

- a. A certificate, associate degree, or baccalaureate degree; or
- b. The skill or competencies needed for a specific job or jobs, an occupation, occupational groups, or generally, for many types of jobs or occupations, as recognized by employers and determined prior to training.

For credential reporting purposes, "Training Services" means WIA-funded and non-WIA funded partner training services. These services include:

- occupational skills training, including training for nontraditional employment;
- on-the-job training;

- work experience;
- programs that combine workplace training with related instruction which may include cooperative education programs;
- training programs operated by the private sector;
- skill upgrading and retraining;
- entrepreneurial training;
- short term prevocational activities to prepare individuals for employment or training;
- adult education and literacy activities in combination with other training; and
- customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Note: Work experience meets the definition of a training service for credential purposes ONLY. It does NOT meet the definition of a training service under Individual Training Account (ITA) policy and procedures.

When is this Measured?

This is an EXIT measure that has two components. In the first quarter after exit, entry into employment is measured. In the third quarter after exit credential attainment is measured. For example, if a participant exits any time from July 1 – September 30, the first quarter after exit is October 1 – December 31. The third quarter after exit is April 1 – June 30 of the following year.

How is this Measure Reported in ASSET?

Step One:

1. Manage Services: must be a training activity under either Intensive or Training Services
2. Enter Actual Service Open Date
3. Enter Actual Service Close Date

Step Two:

1. Manage Program Exits
2. Enter Exit Date
3. Enter Title 1 Exit Reason

Step Three:

1. Manage Follow Ups
2. Add Follow Up Credential (*Credentials can be reported while a person is still participating in services and up to three quarters after exit.*)
3. Select type of credential attained
4. Enter date credential was attained

Note: Employment in the first and third quarters after exit does not have to be with the same employer. The individual is considered employed if UI wage records for the report period show earnings greater than zero. Employment confirmation is obtained through the UI wage record cross match.

Effective July 1, 2004, acceptable supplemental wage data sources will also be used. If a participant's employment status is confirmed through supplemental wage data, that individual will be excluded from the performance measure.